

# U.S. Embassy, Amman

# Vacancy Announcement

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**ANNOUNCEMENT NUMBER: VA 16-86**  
**(Two Positions)**

**OPEN TO:** All Interested Candidates / All Sources

**POSITION:** Surveillance Detection Guard, FSN-4, FP-AA\*

**OPENING DATE:** **June 30, 2016**

**CLOSING DATE:** **Open till Filled**

**WORK HOURS:** Full-time; 48 hours/week

**SALARY:** – Ordinarily Resident (OR\*) in Jordan: JD 7,736, per year, excluding allowances (position grade FSN-4)

– For EFM\*s\* and Not Ordinarily Resident (NOR\*) in Jordan: Position grade FP-AA; salary is in US Dollars based on the US pay plan. *All FP position grades are determined by HR in Washington DC.*

**BENEFITS (OR\*):** Excellent working conditions; pay for performance increases; premier medical insurance coverage for employee and family; 20 holidays per year (American and Jordanian); 13<sup>th</sup> and 14<sup>th</sup> month bonus; provident fund retirement plan; ample opportunity for on-line/ classroom training and personal development.

**ORDINARY RESIDENTS (OR\*) MUST HAVE JORDANIAN WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION, SUBJECT TO AND IN ACCORDANCE WITH LOCAL LABOR LAWS.**

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The U.S. Embassy in Amman is seeking an individual for the position of a Surveillance Detection Guard in the Regional Security Office.

## **BASIC FUNCTION OF POSITION:**

The incumbent will conduct operations for the purposes of detecting hostile surveillance on official facilities, designated residences, and routes of travel and specified U.S. government employees. Identify and collect data on suspicious or unusual activity, provide surveillance detection support, use of observation techniques via static guard, mobile patrol units, and foot/bicycle patrols to identify, report, and record suspicious acts and persons.

## QUALIFICATIONS REQUIRED:

Applicants must address each required qualification listed below with specific and comprehensive information supporting each item. Failure to do so may result in a determination that the applicant is not qualified.

1. **Education:** Completion of high school (Tawjihi or equivalent) is required.  
**Supporting documents (i.e. Tawjihi Certificate) must be included in the application for eligibility purposes.**  
**يجب إرفاق شهادة الدراسة المطلوبة مع طلب التوظيف حتى يتم اخضاع الطلب للتدقيق**
2. **Experience:** At least one year of surveillance and/or military, police and security experience in a position which involved observation/surveillance skills and techniques is required.
3. **Language:** Level 2 in English (*Limited*) and Level 3 in Arabic (*Good Working Knowledge*) is required. English proficiency will be tested.
4. **Knowledge:** Familiarity with all aspects of the guard force, procedures for conducting and reporting surveillance, pedestrian behavior, traffic flow, and points of interest near embassy facilities and travel routes is required. Thorough knowledge with applicable laws, host country police activity, embassy organizations, and area familiarization is required.
5. **Abilities & Skills:** Typing and basic computer skills are required. Ability to work independently and adapt to changing circumstance without requesting guidance is required. A valid Jordanian driver's license type 3 is required. Ability to deploy for extended hours on foot patrols, mobile patrols, and in static observation points for the purposes of conducting surveillance detection is required. Ability to work with recording devices, spotting scopes, and assorted covert and overt radio communications equipment is required.

## SELECTION PROCESS:

When equally qualified, U.S. Citizen Eligible Family Members (AEFMs) will be given preference. Therefore, it is essential that the candidate address the required qualifications above in the application.

## ADDITIONAL SELECTION CRITERIA:

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current OR\* employees with an Overall Summary Rating of "needs improvement" or "unsatisfactory" on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFM\*s\* who hold an FMA appointment are ineligible to apply for advertised positions within the first 90 calendar days of their employment.

5. Currently employed NORs\* hired under a Personal Services Agreement are ineligible to apply for advertised positions within the first 90 calendar days of their employment, unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. Candidates who are EFM, USEFM, AEFM, or MOHs must have at least one year remaining on their sponsor's tour of duty to be considered eligible to apply for this position.
7. EFM\* not yet at post must be within 90 days of their arrival in order to be considered.
8. The candidate must be able to obtain and hold a security clearance.

## HOW TO APPLY:

Interested applicants must submit their application and all supporting materials to [AmmanEmployment@State.gov](mailto:AmmanEmployment@State.gov) or it will not be considered. Please note "VA 16-86, SD Guard" in the subject line of the e-mail.

### All application packages must include:

1. Application for U.S. Federal Employment [DS-174](#) or a current resume or curriculum vitae that provides the same information as the DS-174.
2. Any other documentation (e.g. certificates, awards, copies of degrees earned) that addresses the required qualifications for this position. **(Education certificates must be included or the application will not be considered).**
3. Driver's license copy if applying for a position that requires driving a vehicle.
4. EFM\*, USEFM\*, and AEFM\* applicants must clearly indicate their status in the text or subject line of their application.
5. Applicants claiming U.S. Veteran's preference must submit Form DD-214, letter from the Veteran's Administration, or certification documenting eligibility under the VOW Act with an expected discharge no later than 120 days after the certification with their application. If confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veteran's preference will not be considered in the application process. For more information on Veteran's Preference go to <http://www.opm.gov/veterans/>.
6. List any relatives or members of your household that work for the U.S. Government (include their name, relationship, agency, position and location). Any omission in this area, either intentional or unintentional, is cause for dismissal.

## \*DEFINITIONS:

**Eligible Family Member (EFM):** An EFM for employment purposes is defined an individual who meets **all** of the following criteria:

- U.S. Citizen or not a U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)); **or**
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term "child" shall include, in addition to natural offspring, stepchild, adopted child, and a child under legal guardianship of employee, spouse, or same-sex domestic partner when such child is expected to be under legal guardianship until 21 years of age and when dependent upon and normally residing with the guardian; **or**
- Parent (including stepparents and legally adoptive parents) of employee, spouse, or same-sex domestic partner, when such parent is at least 51 percent dependent on the employee for support; **or**
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, spouse, or same-sex domestic partner when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support; **and**
- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad; **and**
- Is under chief of mission authority.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, a USEFM is an individual who meets the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad; and resides at the sponsoring employee's post of assignment abroad; **or**
- resides at an Involuntary Separate Maintenance Allowance location authorized under 3 FAM 3232.2; **or**
- Currently receives a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

*Other family members or dependents on direct-hire FS, CS, or uniformed service member's travel orders who do not meet all of these criteria are not USEFMs or AEFMs for employment purposes.*

**Appointment Eligible Family Member (AEFM):** An AEFM is an individual who meets **all** of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad; **and**
- Is under chief of mission authority; **and**
- Is residing at the sponsoring employee's post of assignment abroad; **and**
- Does NOT currently receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

*Other family members or dependents on direct-hire FS, CS, or uniformed service member's travel orders or approved Form OF-126 who do not meet all of the criteria are not AEFMs or US citizen EFM for employment purposes.*

**Member of Household (MOH):** A MOH is an individual who meets **all** of the following criteria.

- A MOH is someone who accompanies or joins a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned to or stationed abroad; and
- A MOH must be officially declared to the COM by the sponsoring employee as part of his/her household; and
- A MOH is under COM authority;
- A MOH may include a parent, unmarried partner, other relative, or adult child;
- A MOH may or may not be a U.S. Citizen;
- A MOH is **not** an EFM;
- A MOH is **not** listed on the travel orders or approved Form F-126 of a sponsoring employee.

*A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen (if not US Citizen, submit form 12 FAM 275).*

**Not Ordinarily Resident (NOR)** – An individual who meets the following criteria:

- An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned or stationed abroad; or
- Has diplomatic privileges and immunities; and
- Is eligible for compensation under the FS or GS salary schedule; and
- Has a U.S. Social Security Number (SSN); and
- Is not a citizen of the host country; and
- Does not ordinarily reside in the host country; and
- Is not subject to host country employment and tax laws.

*NOR employees are compensated under a GS or FS salary schedule, not under the LCP.*

**Ordinarily Resident (OR)** – An individual who meets the following criteria:

- A citizen of the host country; or
- A non-citizen of the host country (including a U.S. citizen or a third-country national) who is locally resident and has legal and/or permanent resident status within the host country and/or who is a holder of a non-diplomatic visa/work and/or residency permit; and/or
- Is subject to host country employment and tax laws.

*EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).*

**Closing Date: Open till Filled**

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**An Equal Opportunity Employer**

The U.S. Mission provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs. The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.